

Deputy Headteacher Quality of Education

Trinity Academy

Job Description

Position Profile

Responsible to: Headteacher

Salary: CST payscale L18 - L22 (£75,675 - £83,464)

Start date: 1st September 2025

Purpose of the role

To embrace the mission and values of Trinity Academy, ensuring that **every** child achieves their absolute best by delivering outstanding teaching and strategic leadership as part of the Senior Leadership Team.

Details of the role

Our mission at Trinity is to create a world class school. As such, we expect that all members of our community seek to become the best version of themselves, developing Head, Heart and Soul, so that our students will ultimately be successfully and happily employed in a career with prospects, as well as being citizens with a burning passion to serve their communities.

Our goal is to be a +1 school for progress - our approach to intent and implementation is with this continually in mind.

We believe that education has the power to change lives and communities and we constantly strive to improve our practice to allow our students to have the best outcomes, academically, pastorally and in their character. Our belief statements are very important to us and we strongly recommend that you read them to check they align with your beliefs.

[\(https://www.trinityacademybristol.org/about-us/our-vision-and-beliefs/\)](https://www.trinityacademybristol.org/about-us/our-vision-and-beliefs/)

Currently, our structure of the senior team is:

Headteacher

Deputy Headteacher: Curriculum

Deputy Headteacher: Inclusion

Assistant Headteacher 'Head':

Assistant Headteacher Safeguarding/Attendance

Assistant Headteacher Student Culture and Belonging

Assistant Head: Operations & Communications

Associate Assistant Headteacher, Head of 6th Form

We think very carefully about how efficient our team is and regularly give specific feedback to each other and reflect on the team as a whole, referencing Lencioni's work.

The key responsibilities for Deputy Headteacher in charge of the Quality of Education will be a mix of some of the areas listed below. Whilst this is the outline of the role we are looking to fill, fundamentally we are looking for **the right person**. This means there is flexibility in the responsibilities, we will co design the final job description with the successful candidate. The areas this role could include are:

- Work alongside the Headteacher, Senior Leadership Team, Governors, Staff and Students to motivate, inspire and empower all members of the school community to develop and fulfill the vision of Trinity Academy.
- Lead the Academy in curriculum design
- Lead the Teaching, Learning and Remembering strategy across the Academy
- Lead the Professional Development strategy and programme
- Ensure the 'Trinity Way' is implemented by staff
- Lead on the curriculum model ensuring it remains relevant, accurate and efficient
- Lead on the development of middle leaders
- Assessment and reporting
- Timetabling
- Data tracking

Every teaching post at Trinity must also embrace the following, structured into our three foci; Head, Heart and Soul with a forth area of responsibility for leadership and management:

Head: a place of learning

The role requires you to

- plan and deliver and quality assure highly academic lessons which implement curriculum intent and deliver excellent outcomes (both academic and

- pastoral) for all learners
- treat time as precious, ensuring that all tasks and activities are clearly linked to intended learning – everything with a purpose, empowering those most in need
- lead teaching and non teaching staff to ensure that underachievement is addressed quickly and effectively
- prepare appropriately for, and contribute to or lead, all co-planning sessions and curriculum development discussions
- regularly mark student work in line with your department making policy and give feedback that stimulates improved learning
- engage fully in our culture of continual professional development and coaching, in which we encourage and challenge each other to be the best we can be.

Heart: A place of care and respect

The role requires you to

- care deeply for our young people and for everyone who makes up the Trinity community
- be mindful of your own wellbeing and that of your colleagues
- be a pastoral leader in any and every school context
- be an agent of character development for all our young people
- follow, support and model the implementation of the school's behaviour policy, including systems, routines and duties
- care for our environments.

Soul: A place of engagement

The role requires you to

- commit to the vision for the school and be proactive in contributing to our team in building a world class organisation for students, staff and our community.
- be involved in the co-curricular offer at Trinity by either leading or supporting after school clubs that offer breadth and depth
- be active in pursuing personal and professional development beyond your immediate role, seeking breadth of knowledge and experience, as well as depth.

Leadership and management

This role requires you to

- Communicate the joy and wonder of teaching and learning
- Lead with integrity and by example with an unshakeable belief in the power of education to transform lives
- Be willing to engage with and contribute to our culture of high challenge and high support, in order to develop yourself as a leader and colleagues across our

community.

- Be highly organised and efficient with all resources (time, money, people, systems and equipment), striving to continually improve your department and the Academy as a whole.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the school in relation to the post holder's professional responsibilities and duties.